

IN THE SUPERIOR COURT OF THE STATE OF ARIZONA

IN AND FOR THE COUNTY OF YUMA

FILED

99 MAR -3 AM 11:40

BEVERLY FRAME
CLERK OF SUPERIOR COURT
YUMA, ARIZONA 85364

In the Matter of:

Administrative Order

No. 99- 4

ADOPTING AMENDMENTS TO THE
BASIC PAY PLAN FOR EMPLOYEES
WITHIN THE JUDICIAL MERIT SYSTEM
OF YUMA COUNTY, ARIZONA

The "Rules and Guidelines of Judicial Merit System in the Superior Court in Yuma County" provide, among other things, the following:

12.02 Basic Pay: "The basic pay plan consists of grade and salary steps adopted within these rules and guidelines. The court administrator, in conjunction with the affected appointing authorities, may make recommendations to the presiding judge of the county for periodic changes or adjustments of the basic pay plan due to factors such as comparable pay for similar positions in the county and state, the county's financial resources, labor market and other relevant factors."

On February 11, 1999, the Presiding Judge of the Juvenile Court, the undersigned Presiding Judge and the Associate Presiding Judge of the Superior Court in Yuma County reviewed and approved recommended changes and adjustments to the basic pay plan submitted by the Court Administrator, Clerk of the Superior Court, Chief Adult Probation Officer and the Director of the Juvenile Court.

Pursuant to the authority and responsibility of this Court to administer the personnel system of all Superior Court employees,

IT IS HEREBY ORDERED that effective as of the pay period beginning March 21, 1999, the basic pay plan of the Judicial Merit System of the Yuma County Superior Court be expanded from Pay Grade 10 through 30, to Pay Grade 10 through 40.

IT IS FURTHER ORDERED that effective July 1, 1999, the salary steps of the basic pay plan of the Judicial Merit System of the Yuma County Superior Court be expanded from salary step 1 (entry level) through salary step 10, to salary step 1 (entry) through salary step 12 for each of the Pay Grades 10 through 40, inclusive.

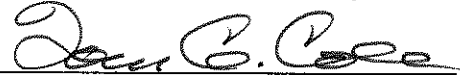
IT IS FURTHER ORDERED THAT effective as of the pay period beginning March 21, 1999, the following salary range adjustments be made in the Yuma County Adult and Juvenile Probation Departments, based on salary survey data from other probation departments in Arizona:

1. The Unit Supervisor classification at Pay Grade 25 (\$32,596-\$52,760) is elevated to Pay Grade 28 (\$37,692-\$60,997). The salary of each incumbent presently occupying the position within the new salary range will be adjusted to at least the base of the new range pursuant to Rule 12.04 and/or at a step that considers the number of years of experience in the class compared to others within the class.
2. The Division Director title and classification in Juvenile Court is retitled Deputy Director and reclassified and elevated to Pay Grade 32 (\$45,687-\$74,000). The salary of each incumbent presently occupying the position within the new salary range will be adjusted to at least the base of the new range pursuant to Rule 12.04 and/or at a step that considers the number of years of experience in the class compared to others within the class.
3. The Deputy Chief Probation Officer classification at Pay Grade 30 (\$41,470-\$67,191) is elevated to Pay Grade 32 (\$45,687-\$74,000). The salary of the incumbent presently occupying the position within the new salary range will be adjusted to at least the base of the new range pursuant to Rule 12.04 and/or at a step that considers

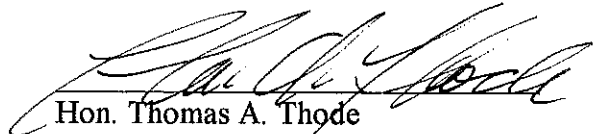
the number of years of experience in the class.

4. The Chief Adult Probation Officer and the Director of Juvenile Court classification at Pay Grade 32 (\$45,687-\$74,000) is elevated to Pay Grade 36 (\$55,416-\$89,757). Each incumbent presently occupying the existing position will be adjusted in the new class/Pay Grade 36 by their respective appointing authority.

Dated this 26th day of February, 1999.



Hon. Tom C. Cole
Presiding Judge



Hon. Thomas A. Thode
Presiding Juvenile Judge

Copies to:

Hon. Thomas A. Thode, Presiding Judge, Juvenile Court
Hon. Philip L. Hall
Hon. Kirby Kongable
Hon. John N. Nelson
Clerk of the Superior Court
Steve Gallaher, Court Administrator
Martin J. Krizay, Chief, Yuma County Adult Probation Office
Tim Hardy, Director, Yuma County Juvenile Court

**SUPERIOR COURT
STATE OF ARIZONA**

TOM C. COLE
PRESIDING JUDGE

YUMA COUNTY, ARIZONA

STEVEN C. GALLAHER
SUPERIOR COURT ADMINISTRATOR

MEMORANDUM

DATE: February 26, 1999
TO: Wally Hill, County Administrator
FROM: Judicial Management Team
SUBJECT: Across the board salary adjustments

The Superior Court coordinated budget will show a three percent increase "across the board" for all Superior Court employees. This percentage was arrived by the following steps:

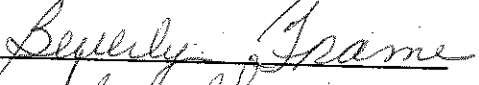
1. Last year, when the County granted a 3% "across the board" increase, the Courts agreed to defer 1 ½ % until this fiscal year, to assist the county in their budget constraints.
2. Another 1 ½ % is being added to the Courts salary projections, in anticipation of an "across the board" increase for County employees that has been discussed, yet not identified. This is being added simply for the purpose of budgeting. We will of course review the adequacy of the 1 ½ % "across the board" salary adjustments based upon information received by the Courts through our own sources or those of the Board of Supervisors.



Hon. Tom C. Cole, Presiding Judge



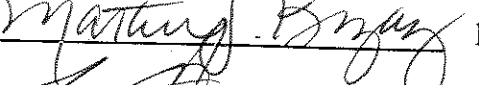
Hon. Thomas A. Thode, Presiding Juvenile Judge



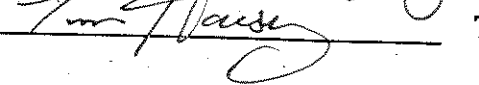
Hon. Beverly Frame, Clerk of the Superior Court



Steve Gallaher, Superior Court Administrator



Martin Krizay, Chief Adult Probation Officer



Tim Hardy, Director of Juvenile Court